



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

Australian Rail, Tram and Bus Industry Union

v

**Australian Rail Track Corporation Limited T/A Australian Rail
Track Corporation
(B2023/571)**

30 June 2023

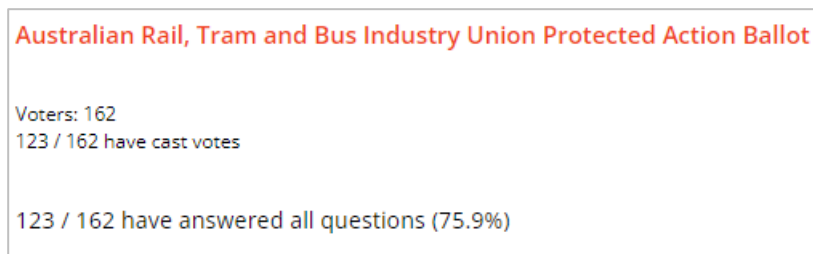
1. Ballot Result

Total Eligible Voters: 162
Total Participated: 123

123 out of 162 have answered all questions 75.9%

Final Ballot Audit: Friday, 30 June 2023 at 12.05pm AWST

Diagram 1: Final Vote Participation



2. CiVS Independence Declaration

The Australian Rail, Tram and Bus Industry Union Protected Action Ballot has been managed and declared independent of all other parties.

The Australian Rail, Tram and Bus Industry Union Protected Action Ballot result has been audited and the declared result is assured.

Yours Sincerely,

Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

3. Questions and Results

Question 1

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by RTBU members against your employer, which may involve taking **separately, concurrently and/or consecutively** any or all of the actions set out below:

1. Taking protected industrial action in the form of an unlimited number of stoppages of work of 1 minute to 72 hours in duration;

- Yes - 106 (86%)
- No - 17 (14%)

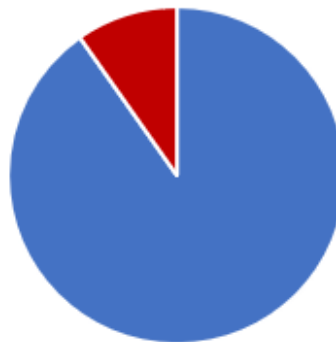


Question 2

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by RTBU members against your employer, which may involve taking **separately, concurrently and/or consecutively** any or all of the actions set out below:

2. Bans, limitations or restrictions on the manner in which employees undertake work or accept work including bans on overtime, on-call/outcall work and work requiring travel;

- Yes - 111 (90%)
- No - 12 (10%)

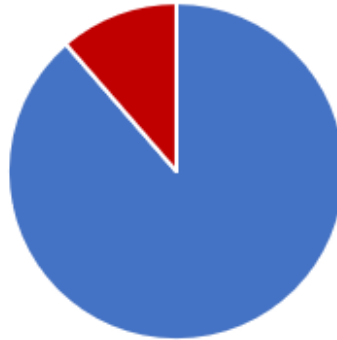


Question 3

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by RTBU members against your employer, which may involve taking **separately, concurrently and/or consecutively** any or all of the actions set out below:

3. Changes to the way employees perform work that results in a delay or limitation in the performance of work;

- Yes - 109 (89%)
- No - 14 (11%)

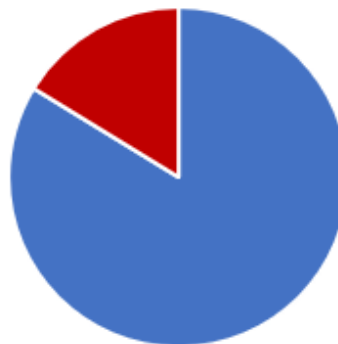


Question 4

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by RTBU members against your employer, which may involve taking **separately, concurrently and/or consecutively** any or all of the actions set out below:

4. Bans on viewing, using or otherwise engaging with paper graphs;

- Yes - 103 (84%)
- No - 20 (16%)



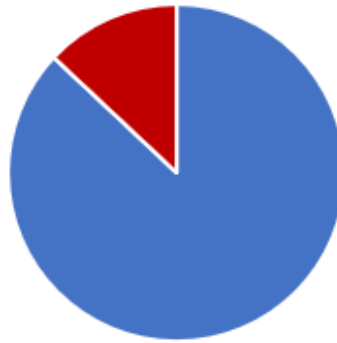
Question 5

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by RTBU members against your employer, which may involve taking **separately, concurrently and/or consecutively** any or all of the actions set out below:

5. Bans on staff intervening in movement planner train plans;

■ Yes - 107 (87%)

■ No - 16 (13%)





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